

INTEGRATED CORE PRACTICE MODEL



A major practice shift in California has been the creation and adoption of California's Integrated Core Practice Model for children, youth and families (ICPM). ICPM has been a collaborative effort to improve practice in California by a variety of disciplines all with the same goal of putting children, youth and families authentically at the center to best meet their individualized needs and goals. ICPM is based on work that grew out of the Katie A. vs. Bonta settlement and the Child Welfare Core Practice Model development that began in 2012. The continued evolution of the ICPM is supported by the state's Department of Social Services, Department of Health Care Services, Department of Developmental Services and the Department of Education, along with 58 county Child Welfare, Behavioral Health and Juvenile Probation Departments, the state's Family Resource Center Association and with input from foster youth, and a host of community based providers and other partners.

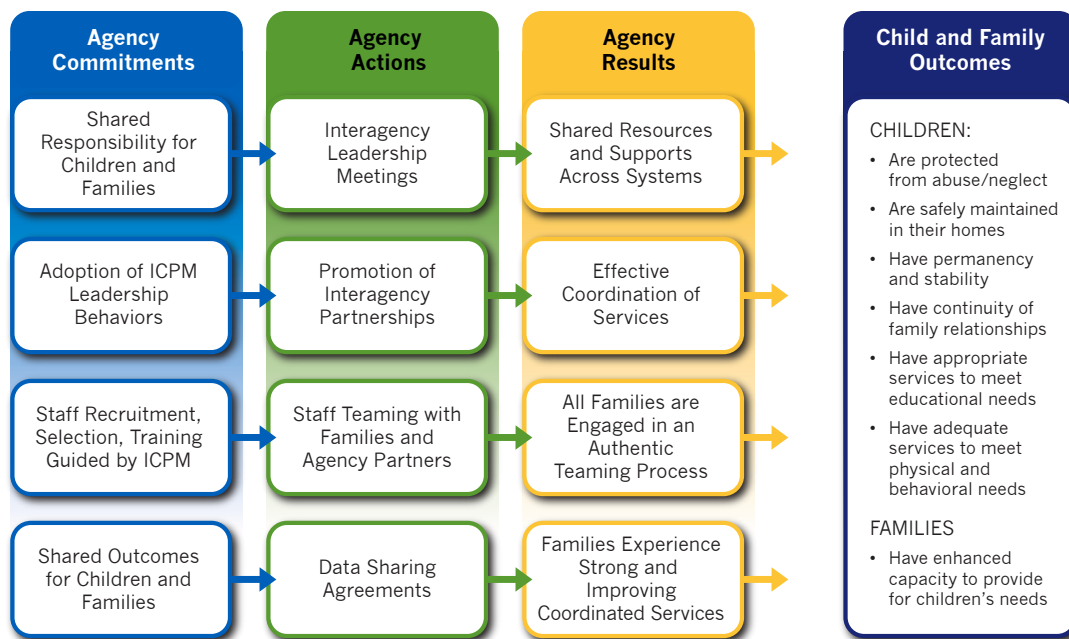


The ICPM is a unifying framework for child-serving systems across the state. ICPM aligns and integrates initiatives (such as the Continuum of Care Reform, Wraparound, Child and Family Teaming, CANS, and System of Care) building upon the collaborative, interactive practices that agency staff at all levels and partners provide children, youth and families to improve accountability and outcomes. Underlying principles are the following:

- ICPM is a catalyst for system, leadership and practice change that supports consistent statewide practice
- ICPM is not just another initiative but is the foundation of all of the work that is carried out by child serving system partners in every county in everything that they do
- ICPM describes the way that all system partners do their work. Through exploration, engagement, inquiry, teaming, and advocacy public and private service providers can better meet the need of those whom they serve.
- ICPM defines observable behaviors in interactions with families and partners (see page 2 for specific examples).
- ICPM is guided by a theoretical framework and shared values that have been embraced by California's child-serving community. ICPM provides the foundational Leadership and Practice Behaviors enabling agencies to integrate and deliver any innovation or initiative.

WE BELIEVE ...

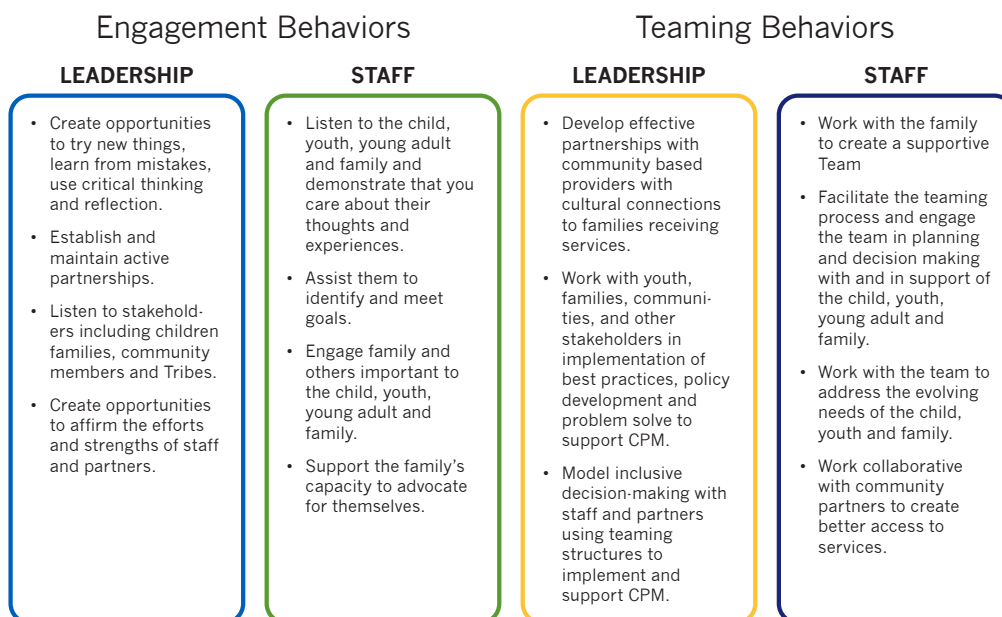
- In using prevention and early intervention to help keep children and youth safe from abuse and neglect.
- The best way to support families is to honor their experiences and work together to build partnerships based on mutual respect and trust.
- Children, youth, and young adults need lifelong, loving permanent families and connections to family members, communities, and tribes.
- Children, youth, and young adults should have access to effective services that support their overall well-being and help them achieve their full potential.
- Honestly sharing our assessment of strengths and concerns is essential for engaging with families and building connections.
- In listening to families to learn about their culture and community.
- Families can grow and change.
- In helping families connect with effective, family-focused, strength-based services and supports.
- In creating a competent and professional workforce through quality recruitment, training, and support.
- In individual development, critical thinking, self-reflection, and humility.
- In creating an organizational culture and climate that supports learning and development.



The ICPM includes an articulation of 12 research informed principles, 4 core values, and an expansive set of leadership and practice behaviors for healers. These principles and behaviors are delivered through a **five element frame**, which includes

- Engagement and Team Formation
- Assessment
- Planning and Plan Delivery
- Monitoring and Adapting
- Transitions

THE ICPM IS A GUIDE FOR LEADERSHIP AND STAFF EXPECTATIONS. FOR EXAMPLE:



For more information about the Integrated Core Practice Model please visit the following website:
<https://www.cdss.ca.gov/Portals/9/CCR/ICPM/integrated-core-practice-model-resource-guide.pdf>